

Research on the Educational Function of College Students' Labor Education Practice Base

Huiping Han Beida Wang

China University of Geosciences (Beijing), Beijing, 100083, China

Abstract: Labor contains unique educational value. Labor education is an important part of the education system in the new era, which directly affects the labor value orientation, spiritual outlook and skill level of college students. As an important labor education platform in the campus, the labor education practice base is of great significance in guiding college students to strengthen their ideals and beliefs, develop their skills, strengthen their mission, and build a solid value foundation for moral cultivation. This paper starts from the structure and function to analyze the functional endowment of the labor education practice base in colleges and universities, analyze the practical predicament of labor education, and explore the practical path and direction of the function of labor education.

Keywords: Labor education practice base; Work to educate people; Structure and function; Practice path

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Author Introduction: Beida Wang (2000-), Master Graduate, Hydrology and Water Resources, Groundwater Numerical Simulation.

1. Introduction

The report of the 19th National Congress of the Communist Party of China (CPC) clearly stated for the first time that “we should train new people of the times to take on the task of national rejuvenation”. On March 18, 2019, the school’s ideological and political theory teachers’ symposium proposed that “efforts should be made to train new people of the times to undertake the great task of national rejuvenation, and to train socialist builders and successors with all-round development of morality, intelligence, physique, beauty and labor”^[1]. In March 2020, the Central Committee of the Communist Party of China and the State Council issued the Opinions on Comprehensively Strengthening Labor Education in Universities, Middle Schools and Primary Schools in the New Era, emphasizing that labor education should be included in the whole process of talent training, so as to promote students to form a correct outlook on the world, life and values. This essentially emphasizes the unique educational value of labor, and also puts forward clear requirements for the construction of the labor education system in the new era. Colleges and universities have responded one after another, pointing the construction of labor education platform to the labor education practice base of college logistics (hereinafter referred to as the base), so that it can shoulder

the basic task of promoting the comprehensive development of college students’ morality, intelligence, physical fitness, beauty and labor, and also become the focus of research on the carrier of labor education in colleges and universities.

2. Research Representation of Educational Function

According to the literature, there are few studies on the function of the base from the perspective of labor education. This paper will further expand from the theoretical framework and practical path.

2.1 Multidimensional Perspective

Some scholars, based on the theory of organizational elements, studied the guiding role of group norms on members under the influence of base objectives, organizational structure and other relevant elements. Some scholars put forward from the perspective of socialization theory that the function of education is a process that enables college students to identify with and accept the social value system, social norms and successful socialization transformation. Some scholars analyze the comprehensive effect of the base on students through experiential teaching and other ways in the perspective of hidden curriculum theory. Some scholars use the peer group theory to

propose that the new and old generations of peer groups in the base will inherit and develop the base's spiritual culture in their daily activities, forming the base's cultural immersion mechanism. Some scholars, based on the theory of hierarchy of needs, believe that the base fully respects the subjective initiative of college students' independent learning and growth, and also guarantees the actual needs of college students' subjective growth. Some scholars also explored the specific educational effectiveness of the base, and generally believed that the base was the ideological and political education position, the carrier of quality education, and the field of organization and practice education. These research results from different angles enrich the scientific connotation of college education.

2.2 Status Analysis

Through sorting out the existing achievements, it is found that education through labor has become one of the important problem areas of higher education research, and the research on the base education function has become an important aspect of this field, showing a multi-dimensional education function, but also showing some deficiencies. Most of the existing research achievements analyze the educational function from the dimensions of morality, intelligence, physique and beauty. Few literature review the base from the perspective of education that undertakes labor education, and few research achievements regard the base as the carrier of labor education. Most of the theoretical analysis paradigms for the educational function of university bases originate from pedagogy and psychology, which are mainly discussed from the perspective of teaching form and team building, and lack of analysis of its educational function from the perspective of internal structure. In short, as an important carrier of labor education in colleges and universities, the labor education practice base has a very high endowment of labor education^[2]. Based on sociological theory, it is of positive significance to explore the impact of the structure of labor education practice base on the exertion of its labor education function to expand the existing research perspective and innovate research and analysis methods.

3. Functional Endowment of Labor Education

Structural functionalism was put forward by sociologists Durkheim and Spencer in the 19th century, and then enriched and developed by Parsons. It is one of the most influential sociological theories in the contemporary era. After World War II, as a widely concerned analytical paradigm, structure function analysis has become a basic ref-

erence system for analyzing social organization structure. Based on the strong explanatory power of this analytical paradigm, and based on the perspective of structure function analysis, this paper explains the impact of the internal structure of the base on the exertion of its labor education function, analyzes the practical difficulties of labor education and puts forward a practical path, hoping to provide a reference for building a carrier platform for college labor education.

3.1 Labor Culture in the Curriculum System

Since the relevant system of "second classroom report card" was implemented in colleges and universities, the curriculum construction of the base has become a new direction of quality education in colleges and universities. The curriculum content design of the base serves the talent training objectives of colleges and universities. It focuses on the multi-dimensional development of morality, intelligence, physique, beauty and labor. Labor education is an essential part of education. The "second classroom" course can guide college students to form a scientific outlook on career selection and employment. Compared with the dominant educational carriers such as textbooks and classrooms, the base is a more invisible educational carrier. Century Baby, who grew up in the rich material and cultural life, is not close to the traditional preaching and authoritative indoctrination education. They pay more attention to their subjective feelings and the pursuit of the value of the sense of existence, and carry out situational professional experience characterized by "interest" and "initiative", which can enable students to achieve the effect of "education without education" in the labor practice without a sense of distance.

3.2 Daily Labor Embodied in Organizational Structure

The construction structure of Al Qaida consists of two parts: the constitution and the framework. The articles of association are the institutional basis of the organizational construction structure. The framework is the specific operation form formed under the institutional constraints and the main content of the organizational construction structure. The organizational structure reflects the higher affinity and collaboration of the labor education practice base. Compared with teachers' and students' groups, the labor education practice base set up according to the common interests of teachers and students is often easier to obtain the organizational identity and sense of belonging of teachers and students. This organizational structure of self-education and self service gives college students a certain degree of dominance and freedom, cultivates their

sense of “ownership” of the labor education practice base, turns passivity into initiative in participation, consciously cleans campus sanitation, maintains daily greening, balances learning and extracurricular life, and consolidates basic labor skills and the ability to independently handle various life affairs. In addition, the organizational framework of the Base meets the needs of college students for differentiated labor and division of labor. Due to different disciplines, different grades, different sources of students in urban and rural areas, and different families, each student has a very different ability to work. Students can choose to join the targeted work of the labor education practice base in combination with individual differences, or they can carry out division of labor and cooperation with other labor.

3.3 Productive Labor Implied in Resource Supply

The resource supply structure of the base is divided into two types: the resource allocation structure inside the school and the social network structure outside the school. The material condition is the basic condition that a university provides to the base and enables it to operate normally, and is also the “hard environment” for construction and development. The funds, places, equipment, conditions and other support provided by colleges and universities have created a material field for the base to carry out productive labor. In addition, colleges and universities have formed extensive social network relationships with enterprises and the government. The school enterprise cooperation and innovation and entrepreneurship bases have the resource advantage of introducing social forces to participate in the labor education of the base, and they can also go to the off campus labor practice places to experience with social practice activities such as holidays, so as to finally realize the mission of colleges and universities to serve the development of productivity and scientific and technological progress.

3.4 Spiritual Culture Contains Service Labor

The spiritual culture of the base is a spiritual resonance that is generally recognized by teachers and students after long-term precipitation under the influence of comprehensive factors such as college history, school sentiment, and campus cultural characteristics. The structure of spiritual culture is mainly embodied in the purposes, ideas, slogans and other aspects. These spiritual cultures play an important role in propaganda and radiation with their special spiritual core. They are important hidden fields for universities to carry out service labor education. The purpose and idea of the base embodies the clear guidance of encouraging services and contributions, which is very

consistent with the Marxist labor concept. The value pursuit of the base comes down in one continuous line with the school spirit and motto, and has a strong sense of love and social responsibility of “school glory”, providing cohesion and centripetal force for universities to carry out service labor education. The spiritual culture of the base has distinctive characteristics of the times. Through the base management and activities, it is imperceptibly integrated into the mainstream values and the labor values of the new era and new connotation. Therefore, taking the base as the carrier to promote socialist labor values is more in line with the acceptance habits and psychology of young college students.

4. The Practical Predicament of Labor Education

The base is endowed with talents in labor culture education, daily labor education, productive labor education and service labor education. However, due to the influence of realistic factors, the internal structure of the base has some defects, which leads to many difficulties in exerting its educational function.

4.1 Formalization of Organizational Structure

The construction of Al Qaida is not standardized, which weakens the division of labor and cooperation. For a base with many members and a long history of development, in terms of organizational construction, most of them refer to the vertical management of administration. When carrying out labor education, there is often an uneven distribution of work and a downward shift in the center of gravity, which even breeds bureaucratization and aristocracy, leading to the formation of the wrong labor concept of “getting something for nothing” by the head of the base. For a base with a small number of people and lack of vitality, its organizers are members who do not assume specific duties. They lack the subjective initiative to participate in the work and fail to form a benign division of labor and cooperation. From the perspective of the evaluation system embedded in the organizational construction structure, the proportion of labor education development needs to be increased. Although the evaluation and assessment system of the base ensures the healthy development of the base and improves its effectiveness in organizational and cultural education. However, throughout the existing base evaluation system, there is a general lack of positive policy incentives for the base to carry out labor education, and the actual effectiveness of labor education has not been included in the evaluation and assessment system, resulting in insufficient internal drive for labor education.

4.2 The Curriculum System is Mediocre

At present, restricted by a single form of activity, the activities of the base bring teachers and students more perceptual intuition about physical exertion, which is still at a shallow level in establishing a rational understanding of the sublime labor, labor creates happiness, and labor creates a better life. The formalization of labor education is relatively serious, which often stays on the surface of vigor and vitality. It pays too much attention to the creation of momentum and the headline effect of short, flat, fast and hot. The continuity of activities is poor, and the ideological and practical connection of labor curriculum needs to be strengthened. Most of the labor courses offered by most colleges and universities focus on life skills, such as cooking, planting, and hygiene, and are suspected of being hot to a certain extent, showing a narrow skill training. There are also many colleges and universities that stick to a single form of physical labor, preferring to the traditional labor model. Labor education is not strong in the era, preferring simple, mechanical repetitive work such as planting trees and picking up garbage, which cannot meet the multi-dimensional labor education needs of teachers and students.

4.3 Unbalanced Supply of Resources

The supply of social resources is extremely short, and the dependence of the base on the resources of colleges and universities is greatly enhanced. For risk prevention and control, after foreign affairs are required to be reduced, social assistance, commercial sponsorship and other resource components almost disappear from the resource supply structure. It is difficult to support the development of the base with the supply of external resources. Colleges and universities have become the main body of the base's resource supply, entering the stage of "nurturing cultivation". The quality of human resources supply is poor, and the comprehensive labor quality of the school's instructors needs to be strengthened. The role of guidance teachers in promoting the function of labor education is not obvious. Instructors often have some experience in student management, can play a role in the management and guidance of the base, and guide the organization planning, safety control and other aspects of labor education. However, when carrying out daily life labor, service labor, and productive labor in the base, the instructors have weak abilities in business guidance, especially in productive labor, they give very limited guidance to the labor education practice base. In addition, there are deviations in the concept of guiding teachers' work. In guiding the construction and management of the base, we are used

to giving priority to risk prevention, excessively pursuing security and stability, adhering to the "pass through thinking", weakening the support for the base to carry out rich and diverse activities, lacking the sense of mission and responsibility to educate people when guiding the work of the base, and ignoring the creative work to stimulate students' innovative thinking.

4.4 Spiritual and Cultural Diversity

Because of its openness and inclusiveness, the Base has unblocked the transmission path of all kinds of information, and has also become a duel arena for different labor values. The mission of educating people entrusted by the Base is facing new challenges. After the wide spread of "996" and "Neijuan", the word "lying flat" has become increasingly popular, which is regarded as a resistance to the pressure of reality. There is a negative answer to the question of "why should we work": labor is the opposite of leisure, people will work when their survival is threatened, and they will escape to obtain leisure whenever possible. Influenced by this concept, the base has become a good place for many students to "recuperate" after they choose to "lie flat" and stay away from academic competition. Under the influence of empiricism and bureaucracy, students are assigned tasks according to their positions, grades and qualifications in the base, and the junior students who just enter the base are entrusted with cleaning, material handling, field publicity and other affairs, while the main responsible person only needs top-level design planning and does not need to participate in collective labor. The education activities based on the base should be carried out around the fun, so that students can experience the fun of labor in the second classroom quality development class, so that everyone can work with interest and enthusiasm, and participate in the labor education activities in the base that they are interested in. However, when it comes to going to the factory to work, farm work and other contents, it is full of rejection of the physical labor of suffering and sweating. Participatory labor aims to closely combine personal development with base construction through the cultivation of sense of belonging and sense of ownership, improve the internal drive of labor, and improve the comprehensive labor quality.

5. The Practical Path of Labor Education

In order to make the base develop healthily, it must meet such functional conditions as "target achievement", "adaptation", "integration" and "potential mode maintenance"^[3]. As an important exploration of labor education in colleges and universities, the effective operation of the

social action system of base labor education can not be separated from a series of functional conditions. Therefore, improving and optimizing the internal structure of the base, giving full play to the goal achievement function, integration function, adaptability function and model maintenance function, can provide an effective path for the base to improve its labor education function.

5.1 Give Full Play to the Goal Achievement Function and Optimize the Curriculum System Structure

The goal achievement function requires that any social system must be able to enable any of its action participants to achieve and reach their goals. Adhere to the scientific top-level design, so that the curriculum system of the base can play a role in achieving goals in labor education.

5.1.1 The Promotion of Skills is Consistent with the Shaping of Values

Simple labor skills training can not meet the requirements of all-round development of talent training. Without the guidance of correct values, labor skills will even become a “negative technology” that harms social interests^[4]. The curriculum design of labor education should be guided by the value of Marxist theory on the all-round development of human beings. Make college students feel the importance of establishing correct labor values through labor education, and then use labor skills to promote social progress.

5.1.2 Combination of Short-term Training and Long-term Training

Ensure the timeliness of short-term training, carry out labor education activities with distinctive themes and profound ideas around specific time nodes such as “Learn from Lei Feng Day” and “Arbor Day”, deeply explore the theme of labor education in specific festival culture, earnestly study the advanced deeds of model workers, and firmly avoid formalism. Improve the systematicness of course training, guide the base to carry out labor education in daily activities, make the “second classroom” construction normal and effective, and become an important starting point for labor education in colleges and universities.

5.1.3 The Unity of Mental Labor and Physical Labor

In addition to the traditional labor skills training, the base should also combine the development needs of the times and the advantages of information acquisition to stimulate the interest of college students in mental labor. It should start from 3D printing, virtual reality, mathematical modeling, software development and other aspects to improve the educatees’ scientific and technological inno-

vation, theoretical and academic abilities in mental labor.

5.2 Give Play to the Integration Function and Consolidate the Organizational Structure

The integration function requires that the actors in the system coordinate with each other as much as possible to avoid conflicts, so that all parts of the system can be coordinated into an effective whole. The establishment of an evaluation and incentive system, the consolidation of the responsibilities of the guiding units and the improvement of the requirements for the selection of responsible persons will promote the integration of the Al Qaida construction structure.

5.2.1 Improve the Incentive System

Add content related to labor education in the annual assessment and evaluation system of the base to positively encourage college students to actively participate in the base’s labor education, play a vanguard and exemplary role in labor education, and promote division of labor, cooperation and team awareness through collective labor.

5.2.2 The Base is Affiliated with the League Committee of the University

At present, the base is located in the logistics group, and the logistics management personnel provide business skills guidance. Compared with the Youth League Committee, the management guidance role in internal construction, activity supervision and other aspects is weak. Therefore, it is also necessary to clarify that the Youth League Committee, as its management guidance unit, undertakes its daily work management responsibilities, standardizes the organizational framework and rules and regulations, organically combines characteristic activities with the labor education in the base, and deepens the teacher-student relationship and organizational construction in the labor education jointly undertaken by the college and the base.

5.2.3 Establish a Two-way Interactive Selection Mechanism for Responsible Persons

The vast majority of the persons in charge of the base are not students of the base guidance unit, which often leads to the person in charge not listening to the suggestions of the guided unit. Based on the current situation, it shall be ensured that at least one main person in charge of the base is from the guidance unit. From the perspective of the guidance unit, the college selects student cadres with strong comprehensive quality as the main person in charge, ensuring that the base work and the student union work together become an important component of the Youth League Committee, and effectively transmitting the guidance and management responsibility downward.

5.3 Give Play to the Adaptive Function and Enrich the Resource Supply Structure

By optimizing the resource supply structure of the base, we will build a resource coordination and sharing mechanism of joint management to ensure that the base can obtain labor education resources from the internal and external environment, so as to create various social participation opportunities for base members to be present in the physical space, and provide a unified moral environment for labor education^[5]. The Administrative Measures for the Construction of Labor Education Practice Base in Colleges and Universities clearly stipulates the responsibilities of different units in colleges and universities for the work of the base. According to the division of responsibilities, the multi subject role of base resource supply is initially formed. As the core leading role, the Party Committee takes the lead in attracting social forces and provides the base with training and practice places inside and outside the school. The Youth League Committee is the leading operation role. It provides professional guidance for the labor education in the base from the aspects of innovation, entrepreneurship and employment services, regularly organizes activity review, deliberation and defense, and guides the whole process of labor education from the aspects of activity planning, safety control, etc. The Human Resources Department and the Academic Affairs Department play an important role in coordination. They carry out labor quality training for in-service instructors, and at the same time, select and employ professional and technical personnel with practical experience to provide personalized skills training for the productive labor in the base. The business guidance unit plays the role of supervision and management, helping teachers and students improve their labor skills and consolidate good labor habits in labor education.

5.4 Give Play to the Maintenance Function of the Model System, and Develop the Cultural Structure of the Model Spirit

Under the influence of multi-cultural interweaving, strengthening the ideological nature of labor education has become an important challenge for the base to educate people through labor. Give play to the model maintenance function of spiritual and cultural structure, and help base members form a scientific and correct concept of labor. As the spiritual soil of the base culture, campus culture plays an important role in its labor education. As

a socialist university with Chinese characteristics that is rooted in China to run education, it should base itself on the excellent traditional Chinese culture and Marxism, put an end to the pan entertainment and formalization of labor education, create a campus fashion of glorious labor and great creation, and guide college students to love labor, honest labor, and creative labor. On the issue of giving play to the function of labor education and carrying out labor education activities, there is no unified consensus among various types of bases. Student leaders have a distorted understanding of the labor education in the base, and believe that cultural and artistic bases only carry out aesthetic education and sports bases only carry out sports. Compared with other categories, practical service and voluntary public welfare are more inclined to carry out labor education. In fact, labor can cultivate virtue, increase intelligence, strengthen body, and cultivate beauty, which is of comprehensive educational value^[6].

6. Concluding Remarks

This paper discusses the practical path of labor education in colleges and universities from the research characterization of the education function, the functional endowment of labor education, and the practical difficulties of the labor education practice base in colleges and universities, in order to provide reference for brother colleges and universities.

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